

**METHOD AND SYSTEM FOR
DEVELOPING TEACHING AND
LEADERSHIP CHARACTERISTICS AND
SKILLS**

**U.S. Patent Application Serial No.
10/016,905**

Filed December 14, 2001

Attorney Docket No. D4701-00198

Exhibit A

Hay Group
33 Grosvenor Place
London
SW1X 7HG
Tel: 020 7856 7000
Fax: 020 7856 7100

INVOICE

Trevor Sandford
Kent County Council
Corporate Services
Sessions House
Maidstone
Kent, ME14 1XR

Invoice	960-4
Account No.	011-0975001
Date/Tax Point	31-January-2001
P.O. Ref.	

Description		Amount	VAT Rate
Subscription to Transforming Learning		100000	S
Subscription to Transforming Learning for Primary schools - Year 1 of 1			
Total		100000	
Total VAT		17500	
Total Payable		117500	

VAT Summary			
Code	%	Amount	VAT
S	17.50	100000	17500
IE	0.00	0.00	0.00
IZ	0.00	0.00	0.00

STERLING W. GERRARD, JR. FORD RIVER, MASS.

Please remit payment to:
The Hay Group Management Limited
33 Grosvenor Place
London
SW1X 7HG

Bank transfers to:
Bank of Scotland
38 Threadneedle Street
London
EC2P 2EH

VAT Registration No. GB 497 6415 95

Registered in England & Wales No.763575

A/c Name: The Hay Group Management Limited
A/c No.: [REDACTED]
Sort Code: 12-01-03

Have Growth

Hay Group
33 Grosvenor Place
London
SW1X 7HG
Tel: 020 7856 7000
Fax: 020 7856 7100

THE UNIVERSITY OF CHICAGO

Mr FGF Howard

Invoice

980-16

Yateley Manor School
Reading Road
Yateley
Hampshire, GU46 7UQ

Account No.

011-0986001

Date/Tax Point
P.O. Ref.

13-February-2001

Description		Amount	VAT Rate
Subscription to Transforming Learning		10000	S
Subscription to Transforming Learning, Year 1 of 1.			
Total		10000	
Total VAT		1750	
Total Payable		11750	

VAT Summary			
Code	%	Amount	VAT
S	17.50	10000	1750
E	0.00	0.00	0.00
Z	0.00	0.00	0.00

GETTING INTO THE RING

Please remit payment to:
The Hay Group Management Limited
33 Grosvenor Place
London
SW1X 7HG

Bank transfers to:
Bank of Scotland
38 Threadneedle Street
London
EC2P 2EH

VAT Registration No. GB 497 6415 95

A/c Name: The Hay Group Management Limited

Registered in England & Wales No.763575

A/c No.:

Sort Code: 12-01-03

Sort Code: 12-01-03

HayGroup

Hay Group
33 Grosvenor Place
London
SW1X 7HG
Tel: 020 7856 7000
Fax: 020 7856 7100

2000

Ms Lyn Fryer
Worthing High School
South Farm Road
Worthing
West Sussex, BN14 7AR

Invoice:	960-18
Account No.	011-0989001
Date/Tax Point	13-February-2001
P.O. Ref.	

Description		Amount	VAT Rate
Subscription to Transforming Learning		22,750.00	S
Subscription to Transforming Learning, Year 1 of 1.			
Total		22,750.00	
Total VAT		3,412.50	
Total Payable		26,162.50	

VAT Summary			
Code	%	Amount	VAT
S	17.50	22,750.00	3,981.25
E	0.00	0.00	0.00
Z	0.00	0.00	0.00

SEARCHING IN FOR BEAVER BEETLE FOR

Please remit payment to:
The Hay Group Management Limited
33 Grosvenor Place
London
SW1X 7HG

Bank transfers to:
Bank of Scotland
38 Threadneedle Street
London
EC2P 2EH

VAT Registration No. GB 497 6415 95
Registered in England & Wales No.763575

A/c Name: The Hay Group Management Limited
A/c No.: ~~XXXXXXXXXX~~
Sort Code: 12-01-03

Hay Growth

Hay Group
33 Grosvenor Place
London
SW1X 7HG

Tel: 020 7856 7000

Fax: 020 7856 7100

INVOICE

Mr R Eastthorpe

Invoice

960-19

Cheam Common Junior School
Kingsmead Avenue

Account No.

011-0982001

Worcester Park
Surrey, KT4 8UT

Date/Tax Point

13-February-2001

P.O. Ref.

Description		Amount	VAT Rate
Subscription to Transforming Learning			\$
Subscription to Transforming Learning, Year 1 of 1.			
Total			
Total VAT			
Total Payable			

VAT Summary			
Code	%	Amount	VAT
S	17.50		
E	0.00	0.00	0.00
Z	0.00	0.00	0.00

STEEL CITY CEMENT, ELI L. FORT, PRESIDENT

Please remit payment to:
The Hay Group Management Limited
33 Grosvenor Place
London
SW1X 7HG

Bank transfers to:
Bank of Scotland
38 Threadneedle Street
London
EC2P 2EH

VAT Registration No. GB 497 6415 95

A/c Name: The Hay Group Management Limited

Registered in England & Wales No.783575

A/c No.: XXXXXXXXXX
Sort Code: 12-01-03

Hay Group
 33 Grosvenor Place
 London
 SW1X 7HG
 Tel: 020 7856 7000
 Fax: 020 7856 7100

INVOICE

Ms Susan Goodman

Invoice

960-22

Saltdean Primary School
 Chickington Way
 Saltdean
 Brighton
 Sussex, BN2 8HB

Account No.

011-0992001

Date/Tax Point

13-February-2001

P.O. Ref.

Description	Amount	VAT Rate
Subscription to Transforming Learning		S
Subscription to Transforming Learning, Year 1 of 1.		
Total		
Total VAT		
Total Payable		

VAT Summary			
Code	%	Amount	VAT
S	17.50		
E	0.00	0.00	0.00
Z	0.00	0.00	0.00

STANDARD PAYMENT INFORMATION

Please remit payment to:
 The Hay Group Management Limited
 33 Grosvenor Place
 London
 SW1X 7HG

Bank transfers to:
 Bank of Scotland
 38 Threadneedle Street
 London
 EC2P 2EH

VAT Registration No. GB 497 6415 95

A/c Name: The Hay Group Management Limited

Registered in England & Wales No.763575

A/c No.: ~~000000~~

Sort Code: 12-01-03